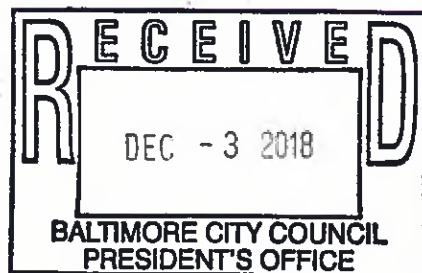


EA 18-0222

## **Dr. Joel F. Fitzgerald, PH.D.**

Nominee for Appointment to Commissioner of the Baltimore Police Department

Current Job: Chief of Police of the City of Fort Worth Police Department (Texas)



cc: 12-6-18





CATHERINE E. PUGH  
MAYOR

*100 Holliday Street, Room 250  
Baltimore, Maryland 21202*

December 3, 2018

Dr. Joel F. Fitzgerald, PH.D.

Dear Dr. Fitzgerald:

Please accept this letter as formal notification that I have nominated you to serve as the Commissioner of the Baltimore Police Department.

You will be contacted by the Office of City Council President Bernard "Jack" Young with details regarding your upcoming City Council Nomination Hearing.

If you have any questions regarding the appointment process, please contact Karen Stokes, Director of Government Relations at [Karen.Stokes@baltimorecity.gov](mailto:Karen.Stokes@baltimorecity.gov) or .

Your service as Commissioner of the Baltimore Police Department has my full confidence and support. Thank you for your commitment to Baltimore City.

Sincerely,

Catherine E. Pugh  
Mayor  
City of Baltimore

cc: The Honorable Jack Young, Council President  
The Honorable Robert Stokes, Executive Nomination Chair  
Marguerite Currin, Council Services  
Kyron Banks, Legislative Liaison to City Council  
Karen Stokes, Director of Government Relations





Catherine E. Pugh  
Mayor  
City Hall  
Room 250  
Baltimore, MD 21202

## MAYOR'S REQUEST TO CITY COUNCIL FOR CONFIRMATION OF MUNICIPAL OFFICER

Pursuant to Article IV, §§6(a) and (b) of the Baltimore City Charter 1996 Edition, Mayor Catherine E. Pugh hereby requests the City Council of Baltimore City to confirm the appointment of

Dr. Joel F. Fitzgerald, PH.D. to serve as a municipal officer on the Baltimore Police Dept.

In support of this request, information concerning the mayoral appointee is provided below and on the attached resume.

*The information set forth in both this document and the attached resume have been distributed to authorized persons for use in the City Council confirmation process.*

**Name:** Dr. Joel F. Fitzgerald, PH.D.  
**Appointed To:** Commissioner of the Baltimore Police Department  
**Succeeds:** Gary Tuggle  
**Term Expires:** 5 Years from date of contract  
**Previous Terms Served:** N/A  
**Party Affiliation:** N/A  
**Specific Board Requirements:** N/A  
**Council District:** N/A  
**Current Occupation:** Chief of Police  
**Current Employer:** City of Fort Worth, Texas-Police Department  
**Employer's Address:** Police Administration Bob Bolen Public Safety Complex 505 W. Felix St. Fort Worth, TX 76115  
**Other Relevant Employment:** City of Allentown, Pennsylvania-Police Department & Missouri City, Texas-Police Department, Former Chief  
**Undergraduate Institution:** Bachelor of Arts-Liberal Arts Villanova University, Villanova, Pennsylvania  
**Graduate Institution:** 2013 Doctor of Philosophy-Business Administration [Public Administration] Northcentral University, Prescott, Arizona  
**Civic and Professional Affiliations:** International Association of Chiefs of Police (IACP), Major Cities Police Chiefs Association

**Date Submitted:** December 3, 2018

Signature: 

**Distribution:**

Honorable Robert Stokes, Chair  
Andre Davis, City Solicitor  
Natawna Austin, Executive Secretary to the City Council  
Marguerite Currin, Council Services  
Nancy Ray, Journal Clerk to City Council  
Kara Kunst, Office of City Council President  
Karen Stokes, Director of Mayor's Office of Government Relations



# JOEL F. FITZGERALD, PH.D.

## PROFILE

Dr. Fitzgerald is a proven public safety executive with multi-disciplinary skills who experienced success as each leadership position grew in complexity and responsibility. This candidate demonstrates acute communication and problem-solving skills, enhances lean performance and synergy, and engenders community cooperation and procedural justice through high performance, servant leadership, and sharing the responsibility for safe communities. In a complex and demanding environment, he promotes a clear and shared vision for front line staff that enables them to face the daily challenge of providing services to all stakeholders successfully. Fitzgerald also fosters interagency collaboration, promotes diversity, and develops accountability by creating trust between labor and management, and by providing transparency to the public.

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## OBJECTIVE

*Police Commissioner-Chief of Police*

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## EDUCATION

*2013 Doctor of Philosophy-Business Administration [Public Administration]*  
Northcentral University, Prescott, Arizona

*2003 Master of Business Administration-Executive Management*  
Eastern University, St David's, Pennsylvania

*1996 Bachelor of Arts-Liberal Arts*  
Villanova University, Villanova, Pennsylvania

*2012 Harvard University-Kennedy School of Government-Senior Executives in State and Local Government*  
Harvard University, Cambridge, Massachusetts

*2011 Police Executive Research Forum (PERF)-Senior Management Institute for Police (SMIP) #48*  
Boston University, Boston, Massachusetts

*2012 Northwestern University-School of Police Staff and Command #329*  
Northwestern University, Evanston, Illinois

*2016 Federal Bureau of Investigation-National Academy-National Executive Institute #39 (NEI)*  
FBI National Academy, Quantico, Virginia

*2012 Federal Bureau of Investigation-National Academy-LEEDS #69*  
FBI National Academy, Quantico, Virginia

*2011 Rice University-Federal Bureau of Investigation-National Academy-Texas Command College*  
Rice University, Houston, Texas

*2010 Sam Houston State University-Law Enforcement Management Institute of Texas Police Chiefs Development Program*  
Sam Houston State University, Huntsville, Texas

*1998 Penn State University-Justice and Safety Institute-POSIT*  
Penn State University, State College, Pennsylvania

*2013 TEEX-Enhanced Incident Management / Unified Command course (EIMUC-MGT314)*  
Texas A & M University, College Station, Texas

*2016 Anti-Defamation League/Anti-Terrorism Seminar*  
Tel Aviv, Israel

# JOEL F. FITZGERALD, PH.D.

## PROFESSIONAL EXPERIENCE

10/2015-Present

City of Fort Worth, Texas-Police Department

Chief of Police

Selected via national search in October 2015. As Chief of Police in the *fastest growing region in North Texas and 15<sup>th</sup> largest city in the U.S.*, this senior executive oversees approximately 2200 employees (1733 full-time law enforcement officers and 500 civilians) assigned to all facets of policing. The City of Fort Worth Police Department (FWPD) serves over 900,000 residents over 350 sq./m (>600 sq./m ETJ), through six (6) Patrol Divisions, Criminal Investigations, Support Services, Professional Standards, a full-time Police Academy, a full-time 9-1-1 Dispatch Communications Center, and twenty-three (23) police facilities. Duties encompass:

- Establishing credibility and integrity of the FWPD with all members of the community by becoming a national model for procedural/restorative justice (US DOJ-National Initiative-pilot city)
- Promoting steep decreases in Part I and overall crime while navigating increasing budget pressure, an inescapable reality impacting all aspects of policing
- Building trust and confidence in the FWPD while providing accountability and oversight to a police department that respects the civil and constitutional rights of all persons
- Managing and expanding the capacity of largest full time police & fire 9-1-1 Dispatch Operations Center in N. Texas
- Managing a FY2019 budget in excess of \$300 million dollars
- Broadening the use of technology to maximize deployment and resource allocation
- Initiating the largest active Body Worn Camera program in Texas
- Integrating de-escalation and sanctity of life into the fabric of the use of force policy and organizational mission by training all employees in ICAT
- Providing revenue solutions for the Department's long term fiscal needs through expanded partnerships with other public safety entities and hosting regional training
- Established and leveraged working relationships with community service organizations in healthcare, education, housing, social services, etc. to address underlying causes of crime
- Expanding intelligence led and predictive policing capacities using COMPSTAT and beat accountability
- Initiating the use of diversion programs to support community policing and crime decline
- Initiating the first public safety city-wide camera system project and license plate recognition (LPR) technology programs in the history of Ft. Worth
- Reorganizing the department by bringing the agency into compliance with TX "Recognition Standards," becoming the largest agency in Texas to obtain accreditation.
- Creating a police/citizen policies and procedures committee and labor management meetings to collaboratively refine police department general orders
- Created the first Quality Assurance Unit and effecting Racial Profiling reporting enhancements that deter racial profiling and under-reporting of use of force
- Initiating the use of PowerDMS software to modernize training, accelerate testing frequency and reinforcement on policies, and to reduce training related inefficiencies and liabilities.
- Installing Crime View Dashboard analytics in all vehicles to facilitate intelligence led and predictive policing at the line level
- Fostering interdepartmental succession planning and organizational development through the initiation of innovative Supervisory Leadership Training, mentoring, and professional development opportunities
- Seamlessly integrating the BWC and in-car camera systems
- Developing a global 5-year strategic plan consisting of S.M.A.R.T. performance metrics including over 461 goals/action items



# JOEL F. FITZGERALD, PH.D.

12/2013-10/2015

## City of Allentown, Pennsylvania-Police Department

### Chief of Police

Selected via national search in December 2013. As Chief of Police in the *third-largest city in the Commonwealth of Pennsylvania, and the fastest growing region in the PA-NJ area-Lehigh Valley*, this senior executive oversaw full-time law enforcement officers and civilians of various ranks, assigned to all facets of policing. The City of Allentown Police Department (APD) serves over 120,000 residents and consists of five (5) divisions: Patrol, Criminal Investigations, Support Services, Professional Standards, a full-time Police Academy, and 9-1-1 Dispatch Communications Center.

#### Duties encompassed:

- Establishing credibility and integrity of the APD with all sectors of the community
- Promoting steep decreases in Part I and overall crime while navigating budget pressure, an inescapable reality impacting all aspects of policing
- Managing and expanding the capacity of the police & fire 9-1-1 Dispatch Operations Center
- Manages a \$33 mil budget
- Establishing the agency's first partnership with HIDTA and collocation agreements with Federal Agencies
- Broadening the use of technology to maximize deployment and resource allocation
- Initiating the first active Body Camera program in Pennsylvania
- Solving the Department's long term fiscal needs by expanding the radio network using partnerships with other public safety entities
- Established and leveraged working relationships with community service organizations in healthcare, education, housing, social services, etc. to address underlying causes of crime
- Expanding intelligence led and predictive policing capacities using COMPSTAT
- Initiating the use of diversion programs to support community policing and crime decline
- Expanding the city-wide camera system project by 25%, to include license plate recognition (LPR) technology
- Reorganizing the department by bringing the agency into compliance with PA "Recognition Standards" and initiating the process of national CALEA accreditation.
- Creating a policies and procedures committee to refine police responses to incidents best serviced by other city departments.
- Created the first Quality Assurance Unit and Cold Case Units(s) in the history of the APD.
- Creating an ICIS committee to evaluate the effectiveness and sustainability of the current CAD/RMS functions, and to review and recommend changes, if necessary.
- Initiating the use of PowerDMS software to modernize training, accelerate testing frequency on policies and procedures, and to reduce training-related liability.
- Installed Crime View Dashboard analytics in all vehicles to facilitate intelligence led and predictive policing at the line level.
- Succession planning through the initiation of innovative Supervisory Leadership Training
- Initiating LGBT Liaison(s), annual Use of Force and Cultural Sensitivity Training

4/2009-12/2013

## Missouri City, Texas-Police Department

### Chief of Police

Selected after a nationwide search to serve as Chief of Police in April 2009 by the Honorable Allen Owen-Mayor of the City of Missouri City and H. Frank Simpson-City Manager. As Chief of Police in one of the *top 100 safest cities in America*, as ranked by Congressional Quarterly Magazine, Houston's Most Diverse City (2012), and Money Magazine's *Top 100 Best Places to Live* (2010), served as the senior executive responsible for law enforcement officers and civilian employees of various ranks, assigned to all facets of policing. The Missouri City Police Department (MCPD) serves over 85,000 residents (city & ETJ) and consists of five (5) divisions: Patrol, Criminal Investigations, Support Services, Professional Standards, and 9-1-1 Dispatch.

## JOEL F. FITZGERALD, PH.D.

### Duties encompassed:

- Reorganizing the department by bringing the agency into compliance with Texas 'Recognition Standards' (18th Agency in the history of state of Texas (2009 & 2013); Go to 7m:17s <http://youtu.be/SShlqi9sYJA>
- Successfully maximizing trust, accountability, and organizational transparency in the Houston Metropolitan Area's Most Diverse City (2012); named 2010 NAACP President's Award Winner for service to the community
- Changing the culture of the MCPD and creating a paradigm shift towards the Community Oriented Policing (COP) and Intelligence Led Policing (ILP) focuses
- Implementing COMPSTAT strategies to apply SMART performance metrics to use of crime analysis, prevention, and deployment
- Selecting new policy management, predictive, and analytical software, Computer Aided Dispatch (CAD), and Records Management Systems (RMS) package(s)
- Assisting in the assessment and selection of other Texas Police Chiefs
- Providing the community transparency in policing using ATAC Raids Online; allowing citizens to map and analyze crimes trends in their neighborhoods (check [http://www.raidsonline.com/?agency=Missouri City, TX](http://www.raidsonline.com/?agency=Missouri%20City,%20TX))
- Managing a budget in excess of \$13 million
- Transforming the MCPD into the premier TCLEOSE training provider in Fort Bend county; i.e. Northwestern University, Penn State University, and national facilitators
- Managing and expanding the capacity of the police & fire dispatch operations center
- Revamping the disciplinary, recruiting, and promotional testing components
- Creating the department's first "stakeholder-inclusive" five-year strategic plan
- Creating the innovative, "I Choose to Follow the Rules Program" for Fort Bend County elementary school students <http://www.youtube.com/watch?v=SSJcQoGDluQ>
- Organizing the Ft. Bend County's first Auto Burglary/Auto Theft Task Force and Gang/Hotspot Unit
- Developing a lean and efficient budget while facilitating departmental growth
- Acquiring grants (COPS) to augment staffing and improving the technological competence of the organization
- Implementing innovative shift changes to maximize deployment strategies
- Creating a responsible and nationally compliant jail management program
- Creating a Crisis Assistance Program (CAP) using volunteer professional counselors and a department chaplain
- Exceeding state wide training standards-All MCPD officers possess (or are eligible for) TCLEOSE intermediate-level certification
- Creating a Policy and Procedure Committee; inclusively revamping all directives/general orders using input across all levels of the organization and POA
- Creating a Criminal Investigative Division (CID) exchange program with the Houston Police Department Homicide Unit to develop investigative abilities/competencies
- Creating the county's first CID cold-case program (Solved 5 cold case homicides year-1)
- Expanding participation in regional anti-crime units: Special Crimes Unit (SCU), Harris County and Ft. Bend HIDTA Narcotics Teams; serves on the HIDTA Board
- Serving as IACP Forensic Science Committee, Mid-sized City Section(s), the Texas Police Chiefs Association Legislative and Police Chief Selection Committee(s)

# **JOEL F. FITZGERALD, PH.D.**

2/1992-4/2009

City of Philadelphia Police Department (PA)

*8/2007-1/2009 Commanding Officer-Philadelphia/Camden HIDTA-Intensive Drug Investigation Division*

As Commanding Officer of the City of Philadelphia's most prestigious narcotics unit, responsible for 69 officers of various ranks assigned to federal, state, and local task force positions: PA/Camden HIDTA, DEA, FBI, ATF, BNI, Customs, and ICE. Additional administrative responsibilities included the Gun Recovery Reward Initiative Program (GRRIP), "Heads-Up" drug awareness program, Asset Forfeiture Unit, the Tech Squad, and the Intensive Drug Investigation Squad-SIU (Special Investigations Unit) groups. Each officer worked interagency local, state, and federal investigations that targeted and prosecuted upper-level narcotics distributors, violent felons, and to dismantle drug trafficking organizations (DTOs). Responsibilities also included budgeting, grant management and disbursement, and auditing. Experience includes working narcotics-related homicides, violence-involving firearms, and long-term internal undercover investigations; assisted in creating policy, and authored strategies aimed at combating crimes, like the successful Narcotics Bureau Strategic Plan (2007). As the highest-ranking police liaison to federal agencies, met frequently with stakeholders and represented the Philadelphia Police Department in federal task force meetings, media events, and community meetings; also managed Philadelphia's allocation of the Intensive Drug Investigation Division, HIDTA, and ONDCP budgets.

*5/2007-8/2007 Commander/Lieutenant -Narcotics Field Unit -Citywide*

Served as Commander in Philadelphia's largest plainclothes narcotics unit; worked short-term narcotics investigations and joint operations with the DEA and FBI. Targeted areas in patrol divisions that experienced the largest increase in violence; successfully suppressed crime in each area assigned. As NFU Commander responsible for West/South West Police Division; analyzed and prioritized requests and needs for increased police service; determined needs for specialized training of subordinate personnel. Area of control encompassed four (4) police districts with over 472,000 residents, managing the overtime portion of the allocated budget (\$12 mil.), and a span of control of 148 police investigators/ civilian employees.

*9/2000-5/2007 Commander/Lieutenant /Sergeant -Narcotics Strike Force -Citywide*

As a commander, investigated Mayoral, City Council, and community complaints, represented the Narcotics Bureau at COMPSTAT, community meetings, and created deployment strategies to reduce crime. This highly trained unit is a model example of community policing, providing a visible uniform presence in areas experiencing open-air drug markets. I served as an integral part of the Operation Sunrise, Safe Streets, and Safer Streets crime suppression initiatives and was responsible for the Narcotics Bureau platoon assigned to North/North West Police Division encompassing four (4) police districts and over 320,000 residents, managed a \$17 mil budget, and 132 police investigators & bike patrol officers.

As a sergeant, trained, managed, and evaluated subordinates while directing uniformed tactical response operations and plainclothes narcotics investigations. Prepared search and seizure warrants, created schedules, developed enforcement strategies, and made major presentations to the news media. My expertise involved operations/project management, recruiting/interviewing, public relations, strategic planning, internal investigations, event planning & staffing, and deployment, and management of 38 police narcotics officers and bike patrol officers.

*6/1998-9/2000 Sergeant - Patrol Bureau - North West Division /14<sup>th</sup> Patrol District*

Served as Platoon Patrol Sergeant until selected to serve as Tactical/Narcotics Enforcement Team (NET) Supervisor; attended community meetings and developed plans to combat burglaries, robberies, and community related complaints. As tactical sergeant, attended community meetings and worked as a liaison to the community for the police district. Displayed analytical skills, presentation skills, and the ability to prioritize; developed platoons that consistently exceeded organizational objectives. Average Span of control: 45 police officers.

# JOEL F. FITZGERALD, PH.D.

*2/1992-6/1998 Police Officer - Patrol Bureau - West Division /19<sup>th</sup> District*

Performed all uniformed patrol activities 1992-1994 until reassigned as to the City of Philadelphia's first Mobile Mini Station where I earned certification by the FBI in Community Policing. Provided the full range of police services to the community in concert and cooperation with the entire city government; dedicated to the provision of these services utilizing the community-policing concept. As a Community Relations Officer, responsibilities included establishing weekly meetings with residents, local politicians, businesses, churches, as well as facilitating crime awareness/prevention workshops. Awarded the 19th District Officer of the Year near the start of tenure (1993), and received a commendation from the Fraternal Order of Police for an act of Heroism while still assigned as a recruit in the police academy.

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## **DISTINCTIONS**

- Officially recognized for exceptional service as Chief of Police in Missouri City, TX, via resolution by the Texas State House of Representatives and ([http://ftp.legis.state.tx.us/bills/82R/billtext/html/house/resolutions/HR02100\\_HR02199/HR02121F.htm](http://ftp.legis.state.tx.us/bills/82R/billtext/html/house/resolutions/HR02100_HR02199/HR02121F.htm)) U S Congressman Al Green (D TX)
- Initiated and organized regional monthly Criminal Investigative Division Intelligence Meetings in Fort Bend County, TX
- Commended by the City of Philadelphia Police Dept. for outstanding performance on fourteen (14) occasions
- FEMA Incident Command System 100/200/300/400/700/800 314/335 certification(s)

## **TRAINING (abbreviated)**

2008 United States Drug Enforcement Agency Training Academy  
*Drug Unit Commander's Academy DUCA#64*

2005 Philadelphia Police Firearms Training Unit  
*Certified SWAT/Tactical Shotgun Training*

2000 Philadelphia Police Counterterrorism Bureau  
*Major Incident Response Training, Terrorism/Weapons of Mass Destruction*

2002 Pennsylvania State Police Ft. Indian Town Gap, PA  
*Top Gun Training, Undercover Narcotics Investigator's School*

2004 United States Drug Enforcement Agency Philadelphia Division  
1. *DEA Hidden Compartment Training*  
2. *DEA Heroin Training*  
3. *DEA Narcotics Investigator School*

1994 Federal Bureau of Investigation-Philadelphia, PA  
*Community Oriented Policing Training*

2004 Network Environmental Systems Inc - Philadelphia Fire Academy  
*Certified Clandestine Drug Laboratory Team Supervisor & Site Safety Officer*

2008 United States Drug Enforcement Agency Training Academy Quantico, VA  
*SALC-Clandestine Drug Laboratory Certification*

2008 United States Drug Enforcement Agency Training Academy Philadelphia, PA  
*Methods of Prescription Drug Diversion Certification*

2010 Fort Bend County, TX Chamber of Commerce - Sugarland, TX  
*FBCCC-Executive Leadership Forum Class of 2010*

2017 Leadership Fort Worth- Ft. Worth, TX  
*Leader Prime-Executive Leadership Class of 2017*

# **JOEL F. FITZGERALD, PH.D.**

**Note:** Possesses/possessed active police certifications in Pennsylvania and Texas. Copies of TCOLE Master, Advanced, Intermediate, and Basic Peace Officer certifications (>5000 total training hours), college transcripts, and additional training records can be furnished upon request.

## **RECENT TEACHING, SPEAKING and PROFESSIONAL ENGAGEMENTS**

**2013-International Conference on Policing: *Policing in the 21st Century***

*Penn State University - Arlington, VA*

**Topic: *Forming Productive Relationships with Government Managers***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Missouri City, TX

Allen Owen, Mayor-Missouri City, TX

Thomas Fowler, Chief of Police, Salisbury, MA

**2014- 38th Annual National Training Conference**

*NOBLE National Education and Training Committee*

**Topic: *Blacks in Law Enforcement: Sustaining Gains in Rank***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, City of Allentown, PA

Dr. W. Marvin Dulaney, University of Texas

Grayling Williams, Chief Inspector, PA Office of the Attorney General

Kim Royster, Deputy Police Commissioner, NYPD

**2015-Rockbridge Growth Equity-Detroit, MI**

**Topic: *Contemporary Law Enforcement & Homeland Security Impacts***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Allentown, PA

Mike Bruggerman, Senior Vice President, Security, Rock Ventures LLC

Dr. Peter Demski, Dean SoBTM, Northcentral University

**2017-Rotary-Hands on Peace Event**

*Texas Wesleyan University - Fort Worth, TX*

**Topic: *Police and Community Relations***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Ft. Worth, TX

**2018-Rotary-Hands on Peace Event**

*Tarrant County Community College - Fort Worth, TX*

**Topic: *Police and Community Relations***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Ft. Worth, TX

**9/2017-FOX & Friends**

*FOX News Media Cable Network - New York, NY*

**Topic: *President Trump & the TX police response to Hurricane Harvey***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Fort Worth, TX

**2017-International Association of Chiefs of Police Annual Conference**

*IACP CEO Training Series - Philadelphia, PA*

**Topic: *Stewardship of a Black Police Chief: Balancing Expectations***

Joel Fitzgerald, Sr., Ph.D., Chief of Police, Fort Worth, TX

Jeri Williams, Chief of Police, Phoenix, AZ

Darryl McAllister, Chief of Police, Union City, CA

Lyle Martin, Chief of Police, Bakersfield, CA

Regina Price, Chief of Police, Darby, PA

# **JOEL F. FITZGERALD, PH.D.**

*2014 Easton (PA) NAACP Annual Meeting-Keynote Speaker*  
*2015 Allentown (PA) NAACP Annual Meeting-MLK-Keynote Speaker*  
*2016 Tarleton State University (Texas A&M)-Guest Lecturer-2018-present Adjunct Faculty*  
*2017 & 2018 Hispanic Chamber of Commerce-Speaker-Sanctuary Cities and TX-SB4*

## **AFFILIATIONS (Past and Present)**

International Association of Chiefs of Police (IACP)  
Major Cities Police Chiefs Association  
Major Cities Police Chiefs Association Legislative Committee  
IACP Forensics Committee  
IACP-Mid-sized Cities Section  
Police Executive Research Forum (PERF)  
Pennsylvania Chiefs of Police Association  
Northcentral University School of Business and Technology Program Advisory Committee  
National Organization of Black Law Enforcement Executives (NOBLE)  
National Forum for Black Public Administrators  
National Black MBA Association (NBMBA)  
FBI-NA LEEDA  
Jordan-Martin Lodge #673  
Consistory, Valley of Allentown, Muhlenberg Lodge of Perfection  
Lehigh Valley Chiefs of Police Association  
Texas Police Municipal Police Officer's Association  
Texas Police Chiefs Association (TPCA)  
TPCA-Legislative Committee  
TPCA-Police Chief Selection Committee  
Houston Area Police Chiefs Association  
Fort Bend County HIDTA Executive Board  
Philadelphia/Camden HIDTA Executive Board  
Rotary International (Oyster Creek Rotary)  
Ft. Bend County, TX-Child Advocacy Center Executive Review Board  
Ft. Bend County, TX-Child Fatality Review Board  
Fort Bend Independent School District Junior Achievement Executive Board  
The Greater Lehigh Chamber-African American Business Leader Chamber of Commerce Board  
North Texas Police Chiefs Association  
Fort Worth Historic Black Chamber of Commerce